Staff Performance Evaluations Reporting Frequent Asked Questions

What data collection reports impact the requirements under IC 20-28-11.5 for Staff Performance Evaluations?

There are several STN Application Data Center data collections that impact staff performance evaluations. First, the Certified Position and Certified Employee reports (DOE-CP and DOE-CE) gathers information on staff who were employed by the district during the academic school year. The Course Completion report (DOE-CC) collects information on the number and type of courses that students completed throughout the school year. The Educator Evaluation report (DOE-EE) allows schools to identify student-to-teacher linkages that will be used to assign student Growth Model scores to teachers for the purpose of educator evaluations. The Educator Evaluation Results report (DOE-ER) collects the final evaluation rating for staff as required by IC 20-28-11.5-9.

The DOE-EE initial download is created from the data reported on the DOE-CE, DOE-CP and DOE-CC. The DOE-EE report will contain only students in grades 4-8 in the content areas of math and English/Language Arts as reported by the subject coded on the DOE-CP. Please refer to the DOE-EE data layout document for answers to common scenarios.

Can a district alter the data that is extracted from the DOE-CE, CP and CC into the DOE-EE?

Yes, districts can alter the data that is extracted from the DOE-CE, CP and CC in order to account for policies set in the district's evaluation plan. Please note that the IDOE does not filter the data in the DOE-EE report for any accountability rules, such as students that were enrolled for 162 days. It is the District's responsibility to ensure the data is accurate on the DOE-EE report to reflect the correct linkage between students and teachers for Growth Model scores. These are local decisions and should be stated in the evaluation plan.

What if a district does not submit the DOE-EE report for a teacher that teaches math and/or E/LA in grades 4-8?

If a district does not submit data on the DOE-EE for an educator, the district will not receive an educator effectiveness rating based on Growth Model for the educator. As stated in IC 20-28-11.5 and 511 IAC 10-6-4(a) student growth and achievement data on state assessments must be factored into the educator evaluations. A district that does not submit DOE-EE data would need to manually calculate student growth data in order for it to be a component of the overall annual educator rating. Also, if an educator is not listed on the DOE-EE report, the CTB Growth Matrix will not be available.

Where can I find the data layouts and Collection Summary Table for the reports?

You will find the data layouts by joining the Learning Connection Community: IDOE Data Collection and Reporting. Once a member of this community, click on the Files and Bookmarks tab. Next, click the folder for Help Page. You will find a document titled "Collection Summary Table. In the table you will find links to the data layouts as well as contact information for each data collection.

Is a district required to use teacher effectiveness ratings in teacher evaluations?

Districts are required to use objective measures of student growth and achievement in their teacher evaluations per IC 20-28-11.5 and 511 IAC 10-6-4(a). Districts whose evaluation plans require the use of the teacher effectiveness ratings calculated and delivered by the DOE must use the effectiveness ratings. Districts using other model plans or locally developed plans may have provided for alternate methods for inputting statewide student growth and achievement data into teacher evaluations, but the use of statewide data is still required when it is available. Districts should use the required statewide data in accordance with their evaluation plans.

What is the timeline for the collections?

During the spring/summer each year districts will complete and signoff on DOE-CC, DOE-CE, DOE-CP and DOE-EE. The timeline for reporting the DOE-ER was changed by the 2014 General Assembly in HEA 1388. Beginning in fall 2014, the DOE-ER is due to the Department by November 15 of each year.

What does the Department do with the data from the collections?

As required by IC 20-28-11.5, the Department reports the results of staff performance evaluations in the aggregate to the State Board and to the public via the Department's website. The data will contain the aggregate of certified employees of each school and school corporation and the graduates of each teacher preparation program in Indiana.

Who is required to report the DOE-ER data collection?

HEA 1388 includes public charter schools, including virtual charter schools, in the reporting of evaluation results starting with the 2013-2014 data collection in fall 2014. HEA 1388 also changed reporting dates for staff performance evaluations. IC 20-28-11.5 requires all public school corporations to submit the staff performance results through the DOE-ER data collection. Districts that settled their contract before IC 20-28-11.5 went into effect still need to submit the DOE-ER but can check the "no records" box and sign off on the report.

How did the Department calculate the school level DOE-ER data that is posted on the website?

The Department used the data submitted on the DOE-ER and the DOE-CP data collections to compile the school-level data for the final staff performance evaluation results. If an employee works in two corporations, the ER data is reported with the corporation who holds the employee's contract.

How do I change the data reported on the Department's website for the 12-13 Staff Performance Data?

The data on the Department's website was pulled from the data collections submitted by each district. You can review the data submitted on the above collections by accessing the STN Application Center but again, this data are final for these collections and cannot be changed.